

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Critical Care and Anaesthesia**

**Location: Royal Alexandra Hospital**

**Job Reference:**

**Closing Date:**

**Interview Date:**



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**Please visit https://apply.jobs.scot.nhs.uk for further details on how to apply**

**Search for the job reference number quoted above.**

**Please note all applications should be made via our e Recruitment system (Job Train)Section 1: Summary Information Relating to this Post**

**Grade: Consultant**

**Department: Critical Care**

**Location: Royal Alexandra Hospital**

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| **Additional Arrangements for Applicants : Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:** | | | |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Professor Kevin Rooney** | **Clinical Director, Critical Care, Clyde Sector** | **Kevin.Rooney2@ggc.scot.nhs.uk** | **0141 314 6609** |

*We wish to appoint a consultant colleague to join the Critical Care team at the Royal Alexandra Hospital to provide Critical Care services within the Clyde sector. The successful candidate will join a cohesive and friendly team of Critical Care Consultants who are also accredited in anaesthesia, medicine, and surgery. We are committed to delivering safe, effective, and person-centred care and as such we have developed a strong focus on quality improvement, research, and education.*

*We have an active research programme, with an impressive track record of recruitment into trials such as REMAP-CAP, COVID-RV, RECOVERY, A2B and GenOMMIC. The existing consultant body has varied interests and expertise including quality improvement, bedside USS of heart and lungs, education and training of doctors and ACCPs, respiratory medicine, post ICU follow up, surgical critical care, and academic critical care.*

*The job plan is to deliver both critical care and anaesthesia across Clyde sector. However, it may be possible to accommodate sessions in medicine, emergency medicine or single specialty critical care.*

*NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.*

***Right to work in the United Kingdom***

*Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from UK Visas and Immigration (UKVI) to work in the UK and may also need entry clearance before travelling here.  The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.*

*To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right the work in the UK via:*

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

*A new points-based immigration system was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the EU settlement scheme.*

*If you are an international Doctor/Dentist from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical and dental posts that may qualify for sponsorship under a skilled worker visa.  A Health and Care Worker visa allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.*

***EU settlement scheme***

*Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.*

*The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the scheme.  If you are an EU, EEA or Swiss citizen and don't already have temporary or permanent leave to remain, you and your family can apply to the EU settlement scheme to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.*

*EU, EEA or Swiss nationals are strongly encouraged to join the EU Settlement Scheme prior to 30th June 2021.  As part of the recruitment process, you will be required to produce proof of your EU Settlement status from 1st July 2021 to demonstrate your Right to Work in the United Kingdom.*

*Existing employees may be asked to provide evidence of their EU Settlement Status from 1st July 2021.*

*Further information:* https://www.gov.uk/settled-status-eu-citizens-families.

*Applicants must have full GMC Registration, a license to practise, FRCA/FFICM (or equivalent) and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded.  Non-UK applicants must demonstrate equivalent training.*

*The job is offered as a full-time post on a 10 PA basis, but applications will be considered from those wishing to work less than full-time. Up to 2 EPA’s may be available to undertake additional direct clinical care sessions or management activity.*

**For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website www.nhs.ggc.org.uk**

**Section 2:**

**INTRODUCTION**

# This is a substantive post which is available as a result of a critical care consultant expansion and reconfiguration of services. The post is based at the Royal Alexandra Hospital Paisley. The post will have daytime sessions in both critical care and anaesthesia. On-call will be covering the intensive care unit at the RAH on a 1 in 11 basis.

**NHS Greater Glasgow & Clyde, Acute Services Division**

# NHS Greater Glasgow and Clyde (NHSGGC) is the largest group of adult acute hospitals in Scotland – offering many opportunities to ensure job satisfaction and career development. In partnership with local authorities, we are responsible for the health needs of a population of 1.15 million people, almost a quarter of the entire Scottish population. NHSGGC has an annual budget of one billion pounds.

# The geographical area covered by NHSGGC is diverse; it covers both urban and rural locations in the Glasgow and Clyde area. We provide a wide range of services from community-based care through to the full range of general hospital services. We enjoy close links with 4 local universities and make a significant contribution to teaching at both undergraduate and postgraduate level. We provide excellent facilities for students and their tutors in the state of the art Wolfson Medical School based at Glasgow University. Research also enjoys a high profile within the organisation.

# NHSGGC is comprised of three sectors. Clyde sector hospitals comprise the Royal Alexandra Hospital in Paisley, Inverclyde Royal Hospital in Greenock, and the Vale of Leven District General Hospital in Alexandria. The north sector includes Glasgow Royal Infirmary, Stobhill Ambulatory Care Hospital, and Glasgow Dental Hospital and School. Within the south sector there is Queen Elizabeth University Hospital, Gartnavel General Hospital (including the Beatson West of Scotland Cancer Centre) and the Victoria Hospital ambulatory care centre.

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# THE HOSPITAL

# The Royal Alexandra Hospital (RAH) first opened in 1986 on the site of the existing Paisley Maternity Hospital. The RAH is the largest district general hospital in Clyde sector serving a population of over 220,000 in and around Paisley.

# The RAH has all major specialties on site, including General Medicine, General Surgery, Urology, Anaesthetics, Gynaecology, Obstetrics, Older People and Stroke Services, Psychiatry, Ophthalmology, and Orthopaedic Surgery. We are one of six trauma units in the West of Scotland trauma network which supports the major trauma centre. The Radiology Department is adjacent to the Emergency Department and it houses two CT scanners and a MRI. There is a 24 hour laboratory on-call service for Haematology, Microbiology, Blood Transfusion, and Biochemistry. There is also a Helipad in the Hospital grounds with direct access to the main Hospital building. The hospital is supported by the Glasgow Clinical Research Facility with plans for an on-site laboratory to support clinical research.

# In any one year the hospital treats nearly 30,000 inpatients, over 103,000 outpatients and day cases, and there are some 3,000 births in the Maternity Unit.

**THE DEPARTMENT OF CRITICAL CARE**

# The Critical Care Unit in the RAH currently has recently expanded to 11 funded Level 3 beds, and 12 Level 2 beds. The aim is to merge both ICU and HDU together to create a 23 bedded critical care floor that has the capability to flex up or down as per patient need. In addition, since August 2022, a critical care transfer corridor has been in operation where all Level 3 patients from Inverclyde Royal Hospital are transferred to the Royal Alexandra Hospital after a period of stabilisation.

# The ICU is located in a new (opened 2019) purpose-built unit, adjacent to one of the busiest High Dependency Units in Scotland with 12 Level 2 beds for both medical and surgical patients. We admit approximately 1350 critical care patients each year, including 370 Level 3 patients and offer respiratory (both invasive and non-invasive), circulatory and renal support. Our service offers a purpose built, modern environment in which to care for our patients and their families and is designed to support the needs of the hospital.

# The Critical Care Unit on Level 5 also includes a visitor’s room, a dedicated seminar room and an on-call room.

# The ICU offers not just varied and comprehensive clinical exposure but a wealth of training opportunities, including bedside USS of heart (FICE) and lungs (CUSIC), education and training of ACCPs , Quality improvement with a number of ongoing QI projects and research with an impressive track record of recruitment into trials such as REMAP-CAP, COVID-RV, RECOVERY, A2B and GenOMMIC. The unit also runs a successful post ICU clinic INSPIRE.

# The department of critical care is currently staffed by 11 consultants who provide cover for both ICU and HDU on a weekly basis. There are 2 consultants on for critical care Monday to Friday with one consultant on call after 6pm. Support is provided by anaesthetic, ACCS, intensive care medicine and internal medicine trainees. In addition to this we have one specialty doctor, 3.8 WTE ACCPs, three trainee ACCPs, two clinical fellows and 3 FY1 doctors.

# We have immediate access to all supporting services within the hospital. We have dedicated critical care echocardiography and ultrasound machines, and we have 6 renal replacement therapy machines.

# We strive towards providing excellent, safe, and realistic patient centred care for our patients, their relatives, and our staff.

**THE DEPARTMENT OF ANAESTHESIA**

# The anaesthetic department is situated close to Inpatient Theatres and is supported by a full-time secretary. The anaesthetic department provides an elective and emergency anaesthetic service for specialities of General Surgery, Gynaecology, Orthopaedic Surgery, Trauma, Ophthalmology, Urology and Dental Surgery. A full obstetric anaesthetic service is provided in Paisley Maternity Hospital, where there are over 3,000 deliveries per annum. An Acute Pain Service is established and supported by a full-time pain control sister and full-time senior staff nurse.

# The hospital is relatively modern and well equipped. There is a rolling programme of replacement for equipment which is limited by available resources, nonetheless the Association of Anaesthetist’s minimal monitoring standards are met in all theatre areas.

# The Inpatient Theatre Suite comprises 9 theatres, reception, and recovery. The Day Surgery Unit has 2 operating theatres, an endoscopy suite, and recovery unit and a ward. The Maternity Unit also has 2 theatres. The Maternity Unit has dedicated 24-hour anaesthetic and anaesthetic nurse cover.

# The Anaesthetic Department on Level 4 has a large seminar room and offices with IT facilities. There is a Postgraduate Education Centre within the hospital, with full library facilities, lecture and seminar rooms. The Anaesthetic Department has its own collection of “bench-books” and computing facilities.

**Departmental Staffing Structure**

**Consultant Members of the Critical Care Department:**

Prof K Rooney (Critical Care and Anaesthetics, Clinical Director for Critical Care (Clyde), CLOD NHSBT, NHSGGC Senior Research Fellow, SPSP Fellow)

Dr M Brett (Critical Care and Anaesthetics, Associate DME, Foundation trainee Lead)

Dr B Digby (Critical Care and Anaesthetics, SICSAG Lead, eHealth)

Dr L Gemmell (Critical Care and Anaesthetics, Faculty Tutor, ACCP Lead)

Dr P Henderson (Critical Care and Anaesthetics, INSPIRE Lead, Echo (CUSIC and FICE) Lead)

Dr J Hornsby (Critical Care and Respiratory Medicine, NIV, Internal Medicine Trainee Lead)

Mr P MacGoey (Critical Care and Upper GI Surgery, Lead for Surgical HDU)

Dr J McCarthy (Critical Care and Anaesthetics, Undergraduate Lead, Clinical Governance Lead)

Dr P O Neil (Critical Care and Anaesthetics, Carevue Lead, Lead for HDU)

Dr R Price (Critical Care and Transport medicine, EMRS, Associate Medical Director BASICS)

Dr R Sundaram (Critical Care and Anaesthetics, CLOD (BAME), Joint UG and PG lead for Equality Diversity and Inclusivity, SPSP Fellow)

**Consultant Members of the Anaesthetic Department:**

Dr G C Fletcher (Chairman of Division, Acute Pain Lead)

Dr M Smith

Prof K Rooney

Dr A Makin

Dr D Alcorn

Dr S Millar

Dr F Burns (Clinical Director for Anaesthesia)

Dr S Jeffrey

Dr R Sundaram

Dr P O’Neill

Dr R Price

Dr D Ure

Dr B Digby

Dr R Williamson (Obstetric Anaesthetic Lead)

Dr J Edwards

Dr M Brett

Dr A May

Dr S Timalapur

Dr P McConnell

Dr L Gemmell

Dr N O’Reilly

Dr C Hutchison (College Tutor)

Dr M Kerr

# Dr A Connelly

# Dr P Henderson

# Dr J McCarthy

# Dr K Harper

# THE POST

# This post is for 10PAs, 8 DCC and 2 SPA, 1 of which will be core SPA. If changes to this job plan are required, this will be by negotiation in accordance with nationally agreed terms and conditions of the consultant contract. Up to 2 EPAs may be available for successful candidates. EPAs will be discussed after appointment.

# The postholder will be based at the Royal Alexandra Hospital and annualised to 42 weeks oer year. Currently, on call duties are at the RAH covering the intensive care unit on a 1 in 11 basis. The successful applicant will work 1 week in 12 in ICU providing daytime cover and 1 week in 11 in the High Dependency Unit providing daytime cover. In the remaining weeks, the successful candidate will have an all-day flexible anaesthesia list on a Wednesday and 10.5 per year all day flexible anaesthesia lists on a Thursday. Any agreed anaesthetic sessions may require the successful candidate to work at Inverclyde Royal Hospital, however, no more than 7 all day lists a year. A weekly multidisciplinary team meeting is held on a Tuesday afternoon. This includes a grand round, clinical governance activity and education.

# The core SPA will reflect 1 PA for activity such as appraisal, personal audit and professional development occurring outside study leave time.   The precise allocation of the additional 1 SPA and associated objectives will be for other activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management.  These activities will be specifically and clearly identified, desired by the department, agreed with the successful candidate, and reviewed at annual job planning.

The Royal Alexandra Hospital is fully recognised for Basic Specialist Training and Higher Specialist Training in both Anaesthesia and Critical Care Medicine. A board wide strategy identifies the priorities for clinical audit, and these have been considered in terms of national priorities, the objectives contained in NHS Greater Glasgow & Clyde’s Health Plan and the Service’s own priorities. All consultants are expected to participate in relevant departmental audit projects and provide education and training for our multidisciplinary team.Consultants will also be expected to participate in the running of the Critical Care Service on an informal day‑to‑day basis.

In summary, the job plan would be for 10 PA's (8 DCC +2 SPA) with the successful candidate doing the following:

* 1 week in 12 covering daytime ICU
* 1 week in 11 covering daytime HDU
* Wednesday all-day flexible theatre sessions (no more than 7 times a year in Inverclyde Royal Hospital)
* Thursday all-day flexible theatre sessions (10.5 times a year)
* On call for ICU 1 in 11

**Person Specification**

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| **FACTORS** |  | **CRITERIA** | **MEANS OF ASSESSMENT** | | |
|  |  |  | **Application** | **Reference** | **Interview** |
| **Education**  **and**  **Professional Qualifications** | **Essential** | MB ChB or equivalent.  FRCA or equivalent.  Full registration with GMC and name on specialist register on date of taking up appointment |  |  |  |
|  | **Desirable** | Dual CST in Anaesthesia & Intensive Care  FFICM or equivalent |  |  |  |
| **Experience/Training**  **(including research experience if appropriate)** | **Essential** | Advanced Accreditation in Intensive Care or equivalent.  Evidence of participating in audit/QI  Evidence of delivering education / training |  |  |  |
|  | **Desirable** | Publications relevant to anaesthesia or critical care medicine  FICE/CUSIC/FUSIC |  |  |  |
| **Specific aptitude**  **and abilities** | **Essential** | Leadership qualities  Team working skills  Ability to adapt, respond to changing circumstances and cope with setbacks (e.g. cover colleagues absence) |  |  |  |
|  | **Desirable** | Evidence of ability to initiate and complete projects |  |  |  |
| **Interpersonal skills** | **Essential** | Able to work within teams  Effective communicator with patients, clinical colleagues and support staff  Time management skills |  |  |  |
|  | **Desirable** | Experience of people management |  |  |  |
| **Special factors** | **Essential** | Good attendance record |  |  |  |
|  | **Desirable** | Current driving licence  Familiarity with information technology and general computer skills |  |  |  |

**Section 3:**

**Closing Date:**

**Interview Date:**

**Informal Enquiries and visits:** Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

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| --- | --- | --- | --- |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Professor Kevin Rooney** | **Clinical Director** | **Kevin.Rooney2@ggc.scot.nhs.uk** | **0141 314 6609** |

**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK.

To practice medicine and dentistry in Scotland, you must have a valid GMC Registration with a Licence to Practice or a GDC Registration. To find out more about the main types of registration which allow doctors to work in different posts. Please click here **https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies**

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or eligibility for specialist registration Certificate of Eligibility for Specialist Registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register then find out more at:-

**https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types**

Additional information for dental appointments

The GDC issues **Full Registration** and **Temporary Registration**.

* Temporary registration can be issued to allow a dentist to practise dentistry only in selected supervised posts for training, teaching or research purposes.  Temporary registrations are granted for 6 months at a time, up to a maximum of 5 years.
* Full registration allows a dentist to practice dentistry in the UK without restriction.

In addition to full registration, dentists can also *choose* to be included on the **Specialist List.**

* The specialist lists are lists of registered dentists who meet certain conditions and are entitled to use a specialist title. They do not *have* to join a specialist list to practise any particular specialty, but they can only use the title 'specialist' if they are on the list. For more information on please visit **https://www.gdc-uk.org/**

**UK Visas and Immigration: Tier 2 Sponsorship**: Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications. However, non-EEA candidates may not be appointed to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post as NHS GGC as the employing body is unlikely, in these circumstances, to satisfy the Resident Labour Market Test. The UK Visas and Immigration department requires employers to complete this test to show that no suitably qualified EEA or EU worker can fill the post. For further information please visit the **UK Visas and Immigration website https://www.gov.uk/tier-2-general.**

Please note NHS Greater Glasgow and Clyde does not provide maintenance in relation to Visa applications.

In addition to the above, all appointments will be made subject to the receipt of satisfactory Pre Employment Checks including: Disclosure Scotland Criminal Records Check / Membership of the Protection of Vulnerable Groups ( PVG) &where applicable evidence of overseas criminal records check, Occupational Health Check, References (all jobs are only offered following receipt of satisfactory references, covering a minimum of a 3 year period), Qualifications, Identity and Right to Work in the UK checks, Fitness to Practice & Revalidation.

**Data Protection Legislation**

The information supplied by your application will only be processed by authorised NHS Greater Glasgow and Clyde personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be imported into the NHS Greater Glasgow and Clyde recruitment system. The information you provide will be retained by NHS Greater Glasgow and Clyde  and will be used for the purpose of  processing your application and for statistical and audit purposes.  NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

**Section 4:**

**Consultant Appointment**

**Terms and Conditions**

Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. For an overview of the terms and conditions visit **http://www.msg.scot.nhs.uk/pay/medical**

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| **TYPE OF CONTRACT** | **Permanent** |
| **GRADE AND SALARY** | **Consultant**  The whole-time salary will be a starting salary of:-  £96,963 - £128,841 per annum (pro rata if applicable)  Progression of salary is related to experience.  New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| **HOURS OF WORK** | **Full-Time** |
| **SUPERANNUATION** | New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.  Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment. |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| **SMOKEFREE POLICY** | NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHSGGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified.. You will be required provide appropriate documentation prior to any appointment being made. |
| **REHABILITATION OF OFFENDERS ACT 1974** | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential. |
| **DISABLED APPLICANTS** | Job Interview Guarantee Scheme  As a Disability Symbol user, we recognise the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |



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| **FLEXIBLE WORKING** | NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual. |
| **EQUAL OPPORTUNITIES** | The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy. |
| **NOTICE** | **The employment is subject to 3 months’ notice on either side, subject to appeal against dismissal.** |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |



**Section 5:**

**Making your Application**

From the 3rd of June 2019 candidate applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an online application form. NHSGGC utilise a third party recruitment system called JobTrain and when you complete and submit the online application form your submitted application will be imported into JobTrain and any emails will be sent via the JobTrain Recruitment System.

If this is the first time you have applied for an NHSGGC vacancy via our eRecruitment system (JobTrain), you will be asked to create an account. You can do this via an email address or social media account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment team member managing the vacancy. Please ensure you check the email account (including junk/spam boxes) from which you apply regularly as we will use this to contact you regarding your application.

Please note if you are registering as a new candidate you will be able to upload your Curriculum Vitae (CV). This is used to help pre-populate some of the online application form **only**. NHS Scotland does not accept CV’s in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting.

Please remember when using the online application system you will time-out after 30 minutes of inactivity. Please regularly save your application.

NHS GGC is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain. Please visit **https://apply.jobs.scot.nhs.uk**

**Contact Us**

For any additional information about this post, guidance in completing your application or if you have any personal requirements that will enable you to participate in our recruitment process please contact a member of our NHS Greater Glasgow and Clyde’s Medical and Dental Recruitment team via:

Tel: +44 (0)141 278 2700 and select Option 1

Email: nhsggc.recruitment@nhs.scot

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.

**Section 6:**

**About NHS Greater Glasgow and Clyde**

NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest in the UK. Responsible for the provision and management of the whole range of health services in this area including hospitals and General Practice, NHS Greater Glasgow and Clyde works alongside partnership organisations including local authorities and the voluntary sector.

It serves a population of 1.15 million covering 6 local authority areas which include the city of Glasgow as well as incorporating both urban and rural areas. With a total budget of £3.2 billion and a workforce of around 39,369 staff, NHS Greater Glasgow and Clyde delivers local, regional and national services including acute hospital, primary, mental health and community services.

## Capital Building Modernisation Programme

A major capital building programme of over £1 billion to modernise Glasgow’s acute hospitals has already seen the delivery of the new West of Scotland Cancer Centre, two Ambulatory Care Hospitals at Stobhill and the Victoria as well as a new Laboratory Facility providing Biochemistry, Haematology, Pathology, Genetics and citywide mortuary services based on the South Glasgow Hospitals Campus which was opened in 2012.

**NHS Greater Glasgow and Clyde, Acute Services Division**

NHS Greater Glasgow and Clyde’s Acute Services are delivered currently from three Sectors covering North Glasgow, South Glasgow and Clyde and three Directorates with cross site responsibilities covering Women and Children’s Services, Regional Services and Diagnostics.

The dimensions of the Directorates/Sectors are around:

|  |  |  |
| --- | --- | --- |
| **Sector/Directorate** | **Budget (£m)** | **Staff numbers** |
| South | £353m | 5,116 |
| Regional | £273m | 3,486 |
| North | £193m | 3,397 |
| W&C | £193m | 2,961 |
| Diagnostics | £187m | 2,765 |
| Clyde | £177m | 3,019 |
| Acute corporate | £24m | 49 |
| **TOTAL** | **£1400M** | **20,793** |

NHS Greater Glasgow and Clyde has the largest group of adult acute hospitals in Scotland offering many opportunities to ensure job satisfaction and career development. We provide a wide range of services from community-based care through to the full range of general and specialist hospital services. Close links are enjoyed with all universities in Glasgow and Clyde and our staff makes a significant contribution to both undergraduate and postgraduate teaching across the multidisciplinary spectrum.

In Glasgow north of the river Clyde, there are Glasgow Royal Infirmary, Stobhill Ambulatory Care Hospital, Gartnavel General Hospital (including the Beatson West of Scotland Cancer Centre) and Glasgow Dental Hospital & School. In Glasgow south of the river, there are the Queen Elizabeth University Hospital, the Royal Hospital for Children, the Victoria Hospital Ambulatory Care Hospital and West Glasgow Ambulatory Care Hospital. And within the Clyde area are the Royal Alexandra Hospital in Paisley, Inverclyde Royal Hospital in Greenock and the Vale of Leven District General Hospital in Alexandria.

The Queen Elizabeth Teaching and Learning Centre developed jointly by NHS Greater Glasgow and Clyde and The University of Glasgow, is an investment of £27 million to provide a training environment for the clinical years of the undergraduate medical degree (MBChB), and postgraduate training facilities for medical staff and a large variety of NHS professionals. Three floors of this purpose built centre are dedicated to teaching and learning and are connected to the main QEUH building by a link bridge. For more information visit **https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/teaching-and-learning-centre/about-the-centre/**

Further information is available at [https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/royal-alexandra-campus/royal-alexandra-hospital/](#)

## Education and Research

In total there are 35 hospitals of different types including 6 teaching hospital sites with additional teaching and research facilities for Medical, Nursing and Allied Health Professionals across Acute Services, which have responsibility for ensuring effective partnerships with 4 universities and local colleges who play a vital role in the education and training of all our health care professionals :

* University of Glasgow
* Glasgow Caledonian University
* University of Strathclyde
* The University of the West of Scotland

We have 35 hospitals of differing types providing a comprehensive range of Acute Hospital, Maternity, Mental Health and Community Care facilities.

We work with our six Health and Social Care Partnerships covering Glasgow City, Renfrewshire, East Renfrewshire, Inverclyde, East Dunbartonshire, and West Dunbartonshire.

In addition, we are supported by our Board-wide Corporate service’s directorates including Public Health, Estates and Facilities, e-Health, as well as corporate teams in Finance, Planning and Human Resources and Organisational Development and other specialist services.

We are committed to delivering high quality, innovative health and social care that is person-centred. Our ambition is to be a quality-driven organisation that cares about people -patients, their relatives and carers and our staff and is focussed on achieving a healthier life for all.

NHS Greater Glasgow and Clyde provides services through 6000 beds across:

* 9 acute inpatient sites
* The Beatson West of Scotland Cancer Centre
* 61 health centres and clinics
* 10 Mental Health Inpatient sites
* 6 Mental health long stay rehabilitation sites

Our Acute care is provided across NHS Glasgow and Clyde on a range of main sites click here to find out more **https://www.nhsggc.org.uk/locations/hospitals/**

* Beatson West of Scotland Cancer Centre
* Gartnavel General Hospital
* Glasgow Royal Infirmary
* Inverclyde Royal Hospital
* Lightburn Hospital
* Queen Elizabeth University Hospital
* Royal Hospital for Children
* The Institute of Neurological Sciences
* Princess Royal Maternity Hospital
* Royal Alexandra Hospital
* Vale of Leven Hospital

3 Ambulatory care hospitals are located at:

* New Stobhill Hospital
* New Victoria Hospital
* West Glasgow Ambulatory Care Hospital

Each year we deliver around 170,000 emergency medical and 62,000 emergency surgical episodes and 165,000 day cases. We continue to operate one of the busiest A&E/minor injuries units in the UK with 455,000 attendances. We deliver 400,000 new outpatient attendances.

NHS Greater Glasgow and Clyde is responsible for improving the health of our local population and delivering the healthcare it requires. Our purpose is to provide strategic leadership and direction, and ensure the efficient, effective, and accountable governance of the local NHS system.

**NHS Greater Glasgow and Clyde Medical Workforce Plans**

The three Workforce Plans focus on Medical and Dental workforce issues and will form part of an overarching plan which will include other elements of the Acute workforce including Nursing and Midwifery, Allied Health Professionals, and all other NHS staff groups. For more information on the **Acute Services Medical Workforce Plan**, **Mental Health Services Medical Workforce Plan** and the **Oral Health (Dentist) Workforce Plan** please visit **https://www.nhsggc.org.uk/working-with-us/hr-connect/workforce-planning-and-analytics/workforce-planning/nhsggc-medical-workforce-plans/**

**Our Culture and Values**

*Jane Grant, Chief Executive, NHS Greater Glasgow and Clyde*

*‘It is key that we are all committed to the core NHS values of: Care and Compassion – Dignity and Respect – Openness, Honesty, Responsibility, Quality and Teamwork – and we use these values to guide us in all that we do.*

*NHS Greater Glasgow and Clyde is a great organisation with a huge pool of terrific talent. We are committed to equality and diversity – to a zero tolerance toward racism, sexism and homophobia. We have access to some of the finest facilities and resources in the country, but it is the values and attitudes we demonstrate as individuals that make the biggest difference to our patients and their families.*

*These key messages are important for new colleagues joining our organisation – but I also believe it is important that we all remind ourselves of the opportunities we have to impact very positively on the lives of thousands of patients and their families no matter what job we do as part of NHS Greater Glasgow and Clyde’.*

**https://www.nhsggc.org.uk/working-with-us/hr-connect/learning-education-and-training/induction-portal-welcome-to-nhs-greater-glasgow-and-clyde/**

For more information about NHS Greater Glasgow and Clyde please visit: **www.nhsggc.org.uk.**

Find out more about NHS Scotland, the biggest employer in the country, providing jobs to people in more than 70 different professions, and its workforce is its greatest asset. **https://www.scotland.org/work/career-opportunities/healthcare**

**Section 7:**

**Living and Working in the Greater Glasgow and Clyde area**

As a place to live, the Greater Glasgow and Clyde area has many attractions.The West of Scotland combines cosmopolitan charm, lush countryside, and soothing seaside. Culturally diverse, architecturally stunning, and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow.

As Scotland’s most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland’s most scenic beaches, captivating wildlife and tranquil countryside.



**Glasgow**



Multicultural, magnificent, and brimming with personality, Scotland’s largest city is home to nearly 600,000 people. Discover rich history, stunning architecture, and the best shopping in the UK outside London. Glasgow is one of the highest-ranking cities in the UK for quality of life. (source: Mercer survey, 2012)

This aptly named ‘Dear Green Place’ blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breath-taking countryside offering up nearby hill walking, sailing, and cycling. Some of the world’s greatest golf courses are all within an hour’s drive of the city. And this bustling city’s arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

**Lots to see and do**

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh’s iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers’ markets in Renfrewshire and Inverclyde.

You also have your choice of impressive year-round events and festivals, attractions, or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

Experience the award-winning wonder of Kelvingrove Art Gallery and Museum and the awe-inspiring Glasgow Science Centre, or enjoy international musicians, sporting events and more at the city’s last addition, the 12,000 seat SSE Hydro Arena.

This year’s Mercer’s Quality of Living survey sees Glasgow beat the likes of Rome, Prague, and Dubai to be named as one of the best cities in the world to live.

The West loves its sports – evident in its numerous outstanding leisure centres and facilities. Glasgow is one of the world’s top 10 destinations for sports events and in 2014, Glasgow hosted the 20th Commonwealth Games. The newly built Commonwealth Arena and adjoining Sir Chris Hoy Velodrome in the East End of Glasgow hosted badminton and cycling events for the 2014 games.

In Ayrshire you can celebrate the national poet at the Burns and a' that Festival, admire the spectacular scenery at the Ayr Flower show or try your luck at the races at the Scottish Grand National.

**Housing**

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you’ll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

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**Getting around**

The region’s excellent transport links mean you’re connected to the rest of the UK - and the world.

The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country’s major cities Glasgow and Edinburgh, a well-used commuter’s route.

The bus is an effortless way to get around because it’s inexpensive and widely available across the region – even in remote locations.   Glasgow has the UK’s largest suburban rail network outside London.

An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK.

From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland’s islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow’s two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day from Glasgow international airport alone, ready to fly you to over 90 destinations like London, Dubai and New York.

The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland’s most exciting industries means this region is a hugely popular place to live, play and work.

**To find more information about living and working in Scotland please visit:**

**https://www.visitscotland.com/**

**https://www.scotland.org/**

**[https://www.talentscotland.com/]("  "https://www.talentscotland.com/)**

**https://moverdb.com/moving-to-glasgow/**